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The University of Southern Mississippi

Faculty Senate Meeting

January 16th, 2004

Union Hall of Honors

2:00 p.m.

Members Present and Those Represented by Proxy (listed in parentheses):

College of the Arts and Letters:

Amy Miller, Phillip Gentile, Kate Greene, Stephen Judd, Tony Lewis (Margot Hall), John Meyer, Bill Powell, Bill Scarborough, Paula Smithka, Mary Ann Stringer, Susan Malone (Joe Olmi)

College of Business and International Development:

James Crockett, David Duhon, Trellis Green, Mark Miller (Amy Miller)

College of Education and Psychology:

Taralyn Hartsell, Janet Nelson, Jay Norton (Elizabeth Haynes), Joe Olmi, John Rachal, Janice Thompson

College of Health:

Joyous Bethel, Margot Hall, Bonnie Harbaugh, Susan Hubble, Amal Khoury (Joyous Bethel), Kathleen Masters, Stephen Oshrin, Mary Frances Nettles

College of Science and Technology:

David Beckett, Randy Buchanan, Peter Butko, Ray Folse, Mary Dayne Gregg, Myron Henry, Gerry Mattson, Gail Russell, Alan Thompson, Denis Wiesenburg (Gail Russell)

University Libraries:

Mary Beth Applin

USM Gulf Park:

Darlys Alford, Kathy Davis, Shadad Naghshpour (David Duhon), Pat Smith

Members Absent: (none)

1.0 Call to Order 2:04

2.0 Approval of November and December 2003 minutes (moved/seconded/approved)

3.0 Approval of Agenda (moved/seconded/approved)

4.0 Officers' Reports

4.1 President

4.1.1 **Faculty Handbook Committee Update (Bill Taylor and M. Henry):** (The bulk of the meeting was devoted to this issue.) Myron Henry and Bill Taylor met on this day (January 16th) to finalize key issues regarding the Faculty Handbook. Dr. Taylor and Dr. Henry presented on these key Handbook issues:

4.1.1.1 The composition of the standing Faculty Handbook Committee: an Assistant or Associate Provost, an Assistant or Associate Vice President for Research and Economic Development, a dean selected by the college deans, a department chair selected by the Council of Chairs, a member and nonmember of the Faculty Senate appointed by the Senate Executive Committee, and a member of the faculty appointed by the President; concern was expressed by several Senators regarding the relative few faculty members that serve on the proposed committee.

4.1.1.2 The inserted statement: "The legitimate exercise of academic freedom and freedom of speech shall not constitute grounds for termination."

4.1.1.3 The point regarding annual performance reviews that contain objective evidence including the FAR, but not excluding other sources of objective evidence. The added statement was "Departmental evaluators may give each item of objective evidence the weight they

deem appropriate for the relevant department and the particular faculty member's responsibilities."

- 4.1.1.4 In the case where the Provost disagrees with tenure/promotion recommendations of the College Advisory Committee and the University Advisory Committee, the Provost is required remand the case back to the College Advisory Committee with written rationale for the disagreement.
 - 4.1.1.5 Section 10.1 (Termination of Employment) detailing the conditions under which the Board of Trustees has the authority to suspend or terminate the employment of any member of staff or faculty (tenured or otherwise).
 - 4.1.1.6 The inclusion of the ombudsman review. The ombudsman is selected by the Provost, in consultation with the Executive Committee of the Faculty Senate, from a pool of candidates selected by the deans of the degree granting colleges. The decision of the ombudsman will be included in a submitted report to the President and faculty member with supporting documentation.
 - 4.1.1.7 Section 10.2.5 referring to Presidential action pursuant to the above mentioned recommendation by the ombudsman.
 - 4.1.1.8 Section 10.2.8 (b) referring to the right to representation at a termination hearing of a faculty member at the hearing where he/she will be contesting any charges upon which the termination is based; such representation is available to the faculty member under review and the university.
 - 4.1.1.9 Section 10.2.8 (g) referring to the burden of proof for termination resting with the University.
 - 4.1.1.10 Section 10.2.8 (i) referring to the official transcript of the hearing being the responsibility of the University and available to the faculty member, who is responsible for copying cost.
 - 4.1.1.11 Section 10.2.11 referring to the right of the faculty member to request in writing the final institutional review on the record within 10 days of receipt of notice of recommendation of termination that would be transmitted to the Board.
 - 4.1.1.12 Section 10.2.11 detailing the University Termination Review Council whose responsibility it is to ensure that procedures have been adhered to and termination decisions are not "arbitrary or capricious."
 - 4.1.1.13 The addition of Chapter 12 detailing faculty grievance proceedings.
- 4.1.2 **FAR Update:** It still appears that there are four categories, rather than three. The Executive Committee will seek clarification of this issue in the meeting with the President that will occur on the 26th. As well as seeking comments on the stricken Preamble and the absence of a report from the FAR Committee.

4.1.3 **Positions and Budget Implications:** Budget Committee (Mary Ann Stringer Chair) will be meeting on these issues in addition to others and will report to the Faculty Senate at the February meeting.

4.1.4 **Data on Retention of Faculty/Staff:** In its monthly meeting with the President, the Senate Executive Committee will seek information regarding faculty retention over the past 5 years and report back to the full Senate.

4.1.5 **Constitutional Change and Resolutions (FYI):** Not sure if these issues got before the President; will seek clarification at the 26th meeting.

4.1.6 **Special Comments by Dr. Henry:** Jesse Palmer

5.0 President-Elect: (No report)

6.0 Secretary: (Reported proxies)

7.0 Secretary-Elect: (No report)

8.0 Committee Reports

8.1 Academic and Governance: (No report)

8.2 Administration and Faculty Evaluations

Evaluation of President, Provosts, and Deans: Ray reported that packets were mailed out this week (week of January 12th) to the departments for the President, Provost(s), Deans and Chairs. The evaluations are to be conducted by February 6th and will be accepted until the 9th before going to Dr. J. T. Johnson for analysis.

8.3 Awards:

Margot Hall reported for Tony Lewis. The Senate Awards Committee with the Administration's Committee (combined Committee) met this week (week of the 12th). Discussion centered on the awards and criteria for receipt, in addition to other awards that could be given, specifically a Junior Faculty Mentoring Award. Discussion also centered on the timing of the Headwae Award.

8.4 **Budget:** (see above)

8.5 **Constitution and Bylaws:** Planning to have a meeting the first Tuesday in February with a report to the Senate at the February meeting.

8.6 Faculty Welfare: (no report)

8.7 Government Relations: (no report)

8.8 **Technology:** Mary Beth Applin referred to the insert with questions contained in the Faculty Senate meeting packet.

8.9 Elections:

Reapportionment: Anticipated that the elections will be forthcoming. Anticipated a report to the Faculty Senate at the February meeting.

- 8.10 **Ad hoc committee reports and liaison reports (AAUP and others):** Bill Scarborough reported that the Transportation Committee will be meeting the coming Tuesday (January 20th). He also reported for the AAUP indicating that the members were in the process of compiling the information from the AAUP survey and will report at the February meeting of the Senate.

9.0 Old Business:

The issue of raises to the top 10% of faculty in departments was brought up for discussion. Dr. Henry indicated that the Senate Executive Committee will probe this issue further and follow up in its meeting with the President slated for the 26th. Paula Smithka brought up the issue of whether there exists a salary equity committee. Senators suggested that none currently exists.

10.0 New Business:

Ray Folse reported that Van Hook would be closed to make room for a technology park.

11.0 Adjournment 4:40